GEOTAB.

# Moving the world to a sustainable future

Sustainability Report 2021

About this Report

This publication describes Geotab's goals and approach as we work to reduce GHG emissions by 50% by 2030 and become carbon neutral by 2040, in step with the goals of the UN Paris Agreement on climate change. The 2021 Sustainability Report is our first public declaration of SBTi targets and highlights the progress we made in 2020 and our longer-term sustainability commitments. The data presented references the Global Reporting Initiative (GRI) standards as a guide, and monitoring of Geotab's performance is aligned with the UN Sustainable Development Goals (SDGs).

Contents

Reimagining a safer, more sustainable future for all

What does a sustainable future look like? It is critical that we consider and answer this question using data as our guide. The COVID-19 pandemic has touched, tested and accelerated every aspect of what sustainability means to us as a company and our impact on the world. However, sustainability is not an issue that started with COVID-19, nor will it end with the pandemic.

The pandemic has given us licence to reimagine: the health, safety and well-being of our people, our partners, our customers and their employees; the ways we come together to support the needs of our communities and the people and businesses within them; and the ability of our products to save energy and resources for a greener planet.

The pandemic has also highlighted the importance of our role to the customers who count on us for:

- enabling safer drivers and roads
- optimising fleet operations to reduce fuel consumption for a greener world
- reducing harmful vehicle carbon emissions by helping fleets make the transition to electric vehicles
- ensuring that essential services have the mission-critical supplies they need when they need them by ensuring reliable and efficient supply chains

- making sure that goods move efficiently to meet demand
- helping keep vehicles and assets in good condition and lower operating costs to stay agile and grow

We are proud of the progress we made in 2020 and the way we have pulled together to proactively face the challenges ahead of us in 2021. We invite you to learn more about us and how our sustainability commitments and our products and solutions are contributing to the acceleration of a sustainable future.

A Message from our CEO

Committed to a decarbonised and thriving future

At Geotab, we believe that it is our collective responsibility to leave the world a better place than the way we found it. This means that it is essential that we redefine how we value, protect and restore our planet and take action today, and every day, to help ensure a greener future.

The commitments we are making to help decarbonise the way businesses and cities move and transport humans and goods and reduce our emissions are not about us. These decisions and actions will impact the world we are leaving behind for the generations to come. Along with our customers and our partners, we have a shared purpose and a shared responsibility to not only do things better, but to do better things. It is this purpose that drives our urgency to act for a greener future, both within Geotab and in the solutions we deliver towards a net-zero carbon future.

> "
> The only path to a net-zero future is together. Setting and publishing targets isn't enough. For real progress to be made, sacrifices, short-term hardships, and compromises by all staff and stakeholders is necessary.

NEIL CAWSE, CEO & FOUNDER, GEOTAB

To get there, we need to work collectively — businesses, all levels of governments, and communities — to reimagine how our world moves. The transport sector, supply chains, public transportation, freight transport and many more industries rely heavily on fuels and energy products to keep our modern and increasingly digital economies running.

Geotab has a pivotal role to play as a technology leader and an enabler of low-carbon fleets and supporting infrastructure. We deliver telematics responsibly, and in doing so, help our customers and partners reduce their energy usage and greenhouse gas emissions and proactively embrace and support the transition to low-carbon transport.

Data-driven insights empower fleets to understand, act upon and scale their efforts in reducing their emissions. This is where Geotab, along with our partners globally, can make the biggest difference — helping our customers, partners and suppliers to improve energy efficiency, conserve resources and meet their own climate change goals. The only path to a net-zero carbon future is together.

But our efforts don't stop there. We understand that we as Geotab do our part with the way we operate ourselves as a business. As a first step, we have aligned our own corporate sustainability goals to the Paris Agreement which aims to limit global warming to well below 2°C, preferably to 1.5°C above pre-industrial levels. Geotab has voluntarily committed to setting a near-term science-based target (SBTi) for our Scope 1 and 2 footprint that will reduce these greenhouse gas (GHG) emissions by 50% by 2030 from a 2019 baseline. We are taking a hard line to achieving net zero for Scope 1, 2 and 3 emissions by 2040.

Beyond working to reduce our impacts and those from our value chain, we support the need for consistent and supportive legislation and regulations from governments to drive rapid decarbonisation and avoid the worst effects of climate change.

The only path to a net-zero future is together.

Neil Cawse, CEO & Founder, Geotab

About Geotab

Who we are

At Geotab, delivering technology that accelerates sustainability progress through connected telematics is a core focus. We work alongside our customers and partners to solve sustainability challenges on a global scale by tackling the biggest culprits of climate change and societal issues such as reducing GHG emissions, decreasing fossil fuel consumption, helping fleets make the successful transition to electric vehicles, ensuring the predictability and continuity of sustainable supply chain, and delivering connected insights that drive smart mobility through intelligent transportation networks, and more.

What we do

Geotab powers innovation through insight, by providing businesses and government organisations with a telematics and connected vehicle platform that delivers more sustainable, efficient, and safer outcomes for commercial fleets. Geotab Marketplace offers hundreds of integrated third-party solution options that allow both small and large businesses to automate operations by integrating vehicle data with their other data assets for enhanced telematics and operational intelligence. Processing billions of data points a day, Geotab leverages data analytics and machine learning to help companies increase productivity and efficiency, enhance driver safety, strengthen compliance to regulations and achieve their sustainability goals.

Our sector-based business model places customers at the heart of our strategy. It allows us to work together to identify opportunities for immediate carbon reductions as well as develop longer-term solutions that will help customers get to net zero.

Geotab aims to empower change and be a role model for corporate responsibility.

1.9K+
employees

165+
countries in operation

50K+
customers

2.5M+
subscribers

60%
customers are Enterprise fleets with 500+ vehicles

Awards & Recognition

OVERALL LEADER ABI research

Best Workplaces™ Great Place To Work. CANADA 2021

2020 GROWTH LIST CANADA'S FASTEST-GROWING COMPANIES

THE GLOBE AND MAIL 2021 REPORT ON BUSINESS CANADA'S TOP GROWING COMPANIES

CANADA BEST MANAGED COMPANIES

Best Workplaces™ for Inclusion Great Place To Work. CANADA 2021

Best Workplaces™ for Mental Wellness Great Place To Work. CANADA 2021

Best Workplaces™ for Today's Youth Great Place To Work. CANADA 2021

Best Workplaces™ for Women Great Place To Work. CANADA 2021

Geotab.com/uk | **Geotab.com/uk/Blog** | **LinkedIn** | **Twitter** | **Facebook** | **YouTube** | **Connected with Geotab**

Our Solutions

With over 20 years of leading telematics industry innovation, our solutions extend beyond simply tracking the location of fleet vehicles.

Geotab solutions span six core value pillars including: **sustainability**, **safety**, **compliance**, **optimisation**, **productivity** and **expandability.**

Sustainability

- Reduce fuel consumption
- Track CO2 emissions
- Fleet electrification
- EV performance monitoring and reporting
- GO recycling program

Safety

- Collision notifications
- Risk management reports
- In-vehicle coaching
- Seat belt use
- Driving in reverse

Fleet Optimisation

- Increase fuel efficiency
- Decrease idle time
- Track speeding
- Record engine diagnostics
- Vehicle maintenance

Compliance

- Tax reporting
- Electronic driver logs
- Vehicle inspection reports

Productivity

- Customer service times
- Identify unexpected stops
- Accurate arrival and departure times
- True trip miles

Expandability

- Flexible technology
- System integration (Software Development Kit)
- Hardware Add-Ons & Software Add-Ins

Our Values

At Geotab, we view sustainability as a shared responsibility. Our corporate values are inherently connected to how we accomplish that shared purpose of creating a more sustainable world. Embedded in each of our values is the expectation that we do our best work — together — and the work we do every day helps us answer the question of what a sustainable future looks like.

Our reason for being is to help the organisations we work with to not only do things better — but also to do better things. This is our shared purpose and our shared responsibility.

To reinforce our values and ensure a foundationally sound understanding of our expectations, Geotab conducts mandatory annual policy acknowledgements, compliance tests and security training with 100% participation rates. The training requirements for employees also include curricula on: Employee Harassment, Privacy Compliance, Accessibility and Business Courtesies.

Innovate and develop for the future.

Listen carefully to customer challenges and build for the future. Relentlessly focus on safer, smarter and sustainable technology.

Keep it simple.

Think big in solving complexities for our customers. We challenge ourselves to tap into our technical and analytical creativity to simplify the greatest challenges our customers and partners face.

Do the right thing.

Act with authenticity, integrity, compassion and respect — always. It is in our DNA to do the right thing above all else. This is what unites us to make our best contributions every day.

Embrace change.

Actively seek and drive change that will lead to a sustainable future. Adapt and evolve to respond to rapidly changing market and customer needs.

Work hard your way.

Be kind to yourself, to others and to the planet. Work hard but enjoy the journey in reimagining a sustainable world and being a driver for a greener future.

Collaborate and strive for transparency.

Think broadly and embrace diverse perspectives, unique skills and experiences through collaboration and share learning.

Sustainability at Geotab

As a rapidly growing company serving a wide range of industries and customers, we recognise that global reach and global responsibility go hand in hand. We are committed to having a positive impact on the industries and communities we serve at every level, from products and processes through to people.

Our Sustainability Vision and Mission

Sustainability is at the core of everything we do at Geotab, from striving to minimise the environmental footprint of our internal operations to developing trail-blazing technologies that optimise the ability of fleets to go green.

Our mission is to work globally with our partners towards a decarbonised and thriving future with a collective vision of net-zero emissions.
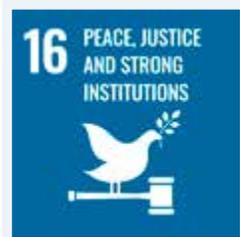
Alignment with the UN Sustainable Development Goals

At Geotab, our purpose is to help our customers better manage their fleets and provide the necessary tools to optimise their operations and improve productivity using data analytics and innovative solutions. These principles are innately interconnected with sustainability, which puts us in a unique position to not only help others make their sustainability transitions, but also improve our own sustainability performance.

Geotab's sustainability goals align with the **United Nations Sustainable Development Goals** (SDGs) in intention and impact, centred around an ecosystem of connected sustainability objectives for people, planet and profit. By aligning with the SDGs, we are joining forces with participants across all countries and communities to work together on global issues, increase well-being and help solve international challenges.

Our products, technologies and services enable customers worldwide to accelerate progress to scale and advance a more sustainable, healthier and safer world. To this end, we have committed to an SDG-principled prioritisation of our sustainability goals and targets, focused on the areas we feel our people, our business and the organisations we work with can impact greatly. These SDGs help guide our overall sustainability strategy and allow us to meet our ambitious targets for the coming years.

"

Our Goal is to establish Geotab as a sustainability leader by aligning with UN Sustainable Development goals in our operations, value chain, and culture, and by helping to transform the transportation industry to a sustainable, safe and net-zero carbon future.

**CHUCK VAN KEMPEN,
SENIOR MANAGER, SUSTAINABILITY, GEOTAB**

Geotab is dedicated to its drive towards a sustainable future and has one goal in mind: to enable just and green communities worldwide. By using science-based targets (SBTi), we can leverage data insights from Geotab-connected vehicles to make meaningful impacts on global sustainability target goals. Millions of kilometres are driven every day by commercial and public fleets, and we are helping many of them reduce their greenhouse gas emissions and carbon footprint.

Sustainability is a core pillar for Geotab, from striving to minimise the environmental footprint of our internal operations to developing innovative technologies that optimise fleet efficiency. Geotab is committed to helping decarbonise the transportation industry and make the roads safer for everyone by delivering telematics to our customers in a responsible and sustainable manner. With the looming threat of climate change, it is our collective responsibility to rethink and redefine how we value, protect and restore our planet to an even greater degree. We need to reflect on our role in shaping the world around us and the dire need to engage in sustainable practices in all areas of our business, whether that be related to people, the planet or profit.

In addition to helping our customers reduce their greenhouse gas emissions and helping our partners to become more sustainable, we are sharing in this journey to creating a sustainable world.

Sustainability Pillars Overview

We have organised our corporate sustainability priorities into four pillars to capture the breadth of our activities as they align with the SDGs.

1.
**Safeguard
our environment**

2.
**Source
responsibly**

3.
**Provide innovation that
helps organisations do
things better and do
better things**

4.
**Create positive impacts
in our communities**

Safeguard the Environment

The Road Forward

Emissions and Footprint

The transportation sector is one of the largest contributors of greenhouse gas emissions. For the transport sector to meet projected mobility and freight demand while reversing CO_2 emissions growth, energy efficiency measures and zero emission technology will need to be deployed to maximum effect.

Fleet operators have many opportunities to improve efficiencies and reduce their environmental footprints. We provide them with the tools to measure and act.

Likewise, we are working to shrink our own footprint through our sustainable waste and recycling programs, as well as taking measures to reduce our own emissions.

By helping customers to reduce their footprint through the insights delivered through our telematics and intelligent transportation systems, we can radically impact the amount of emissions being released on a global scale.

Net-Zero Carbon by 2040

We are committed to addressing the impacts of climate change by focusing our efforts on reducing emissions across our entire value chain, and continuing to build resiliency in operations and our supply chain to withstand the adverse impacts of climate change. Understanding the urgent need for climate action, we have set an ambitious new target

to achieve net-zero emissions by 2040, one decade earlier than called for in the Paris Agreement.

To deliver on our commitment, we have joined the following initiatives to work collaboratively with other change-makers globally to achieve the necessary science-based emissions-reduction targets in line with limiting global warming to 1.5°C:

The Climate Pledge

As an industry leader, we have a responsibility to work further and faster towards a net-zero carbon future and believe that partnerships such as these are crucial for the world to meet life-essential sustainability targets. Geotab has also become a signatory of **The Climate Pledge**, a cross-sector community of companies, organisations, individuals and partners, working together to crack the climate crisis and solve the challenges of decarbonising our economy. Bringing together those that are prepared to run the furthest and fastest, The Climate Pledge calls on signatories to reach net-zero carbon emissions by 2040, 10 years ahead of the Paris Agreement and was co-founded by Amazon and Global Optimism in 2019.

Science Based Targets

The **Science Based Targets initiative (SBTi)** has pioneered translating climate science into a framework that allows companies to set ambitious climate targets, and that allows for independent assessment of these targets based on a set of robust criteria and transparent validation protocols. The Science Based Targets initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), as well as We Mean Business and Race to Zero, and is the world-renowned standard for the private sector to set science-based emissions reduction targets that are in line with the Paris Agreement. Geotab has joined the SBTi by committing to set climate targets in line with limiting the rise in global temperatures to 1.5°C. Our next steps include developing our science-based targets and getting them validated by the SBTi against their criteria
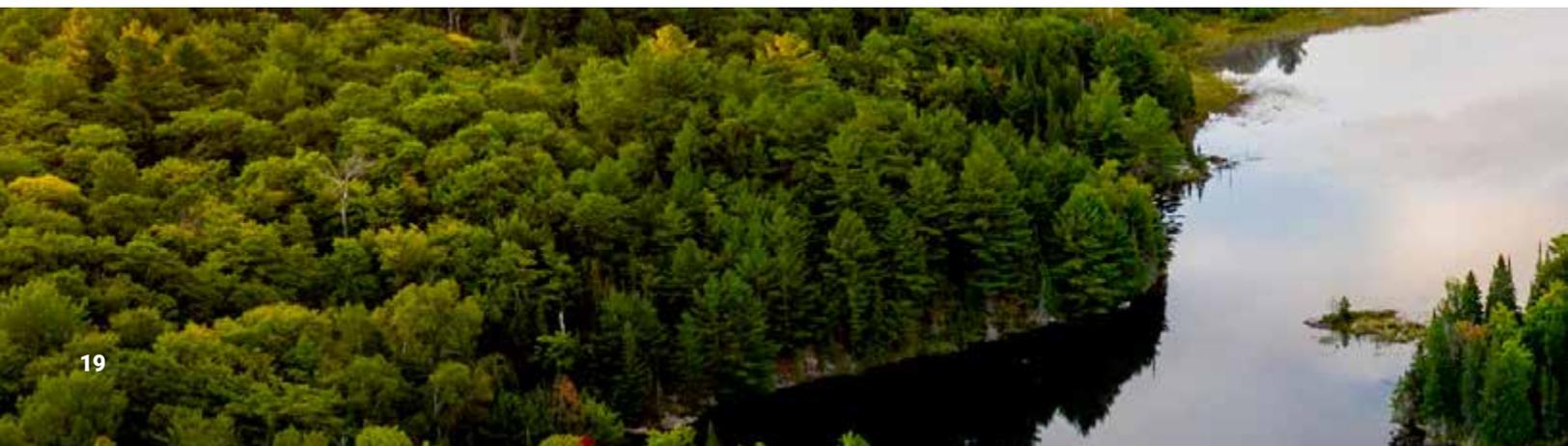
United Nations Global Compact

Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. Geotab joined the UN Global Compact through its commitment to the SBTi to take an important public step to transform our world through principled business. Geotab plans to explore better ways to incorporate the **Ten Principles** of the UN Global Compact into strategies, policies and procedures, and continue to build on our strong culture of integrity and living our company value of doing the right thing. Along with more than 12,500 participating companies and organisations, we are working collaboratively to uphold our responsibilities to people and the planet but are also setting the stage for long-term success.

CDP

Geotab became a voluntary member for CDP through our commitment to the SBTi and we are disclosing our GHG emissions annually through this Sustainability Report. CDP is a not-for-profit charity running the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

We Mean Business Coalition

Geotab joined the We Mean Business Coalition and has committed to the SBTi. Our participation in this coalition provides us with a framework to help us make decisions that distinguish credible carbon reduction projects and to evaluate regenerative investments for mitigation at pace.

Race to Zero

Geotab is a member of the Race to Zero with an objective to build momentum around the shift to a decarbonised economy ahead of the UN Climate Change Conference (COP26). We believe that by uniting the efforts of businesses, government, cities and regions, we can make stronger contributions to meeting the Paris Agreement goals and creating a more inclusive and resilient economy.
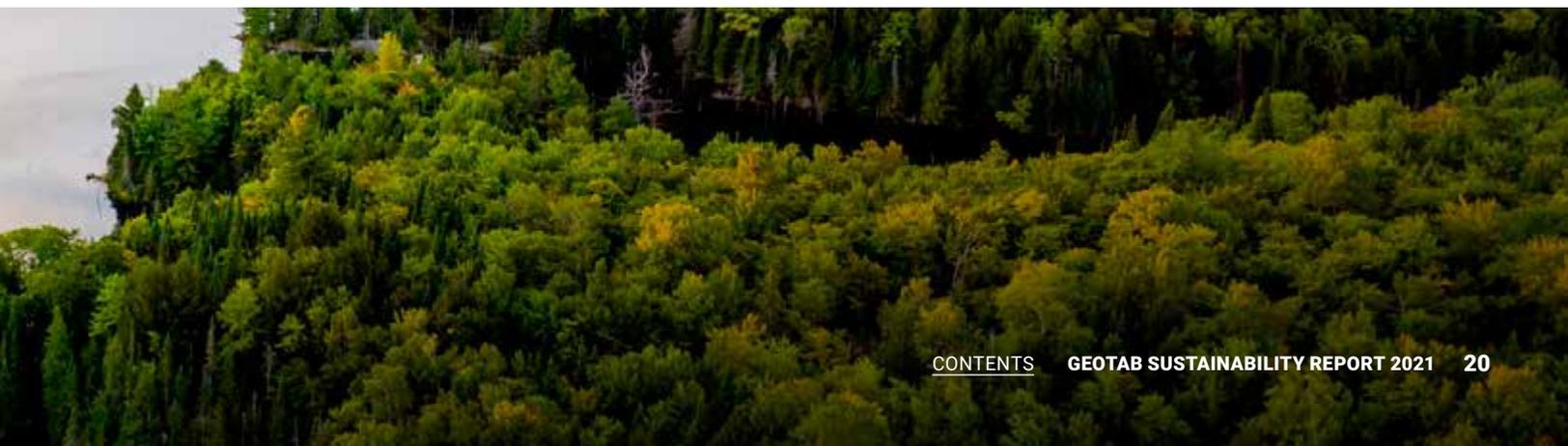
Our Targets

Geotab's baseline year is set for 2019 and our target year is 2030. By 2030, Geotab plans to reduce its GHG emissions by 50%, with plans to be net-zero by 2040.

As a company that believes that you cannot manage what you don't measure, Geotab embarked on its sustainability journey after creating its first greenhouse gas inventory in 2019, which is aligned with the GHG Protocol. The greenhouse gas inventory outlines Geotab's direct and indirect emissions and marks the start of the company's journey to becoming net-zero by 2040.

2030 TARGET:

Geotab plans to reduce its GHG emissions by

50%

Geotab's annual GHG emission inventory through its Scope 1, 2 & 3 emissions, shown through the different stages in the Geotab value chain. This highlights the key areas that are relevant to the Geotab business model and the categories that were prioritised as a result.

Fig. 1: Scope 1, 2 & 3 Emissions Reporting Framework
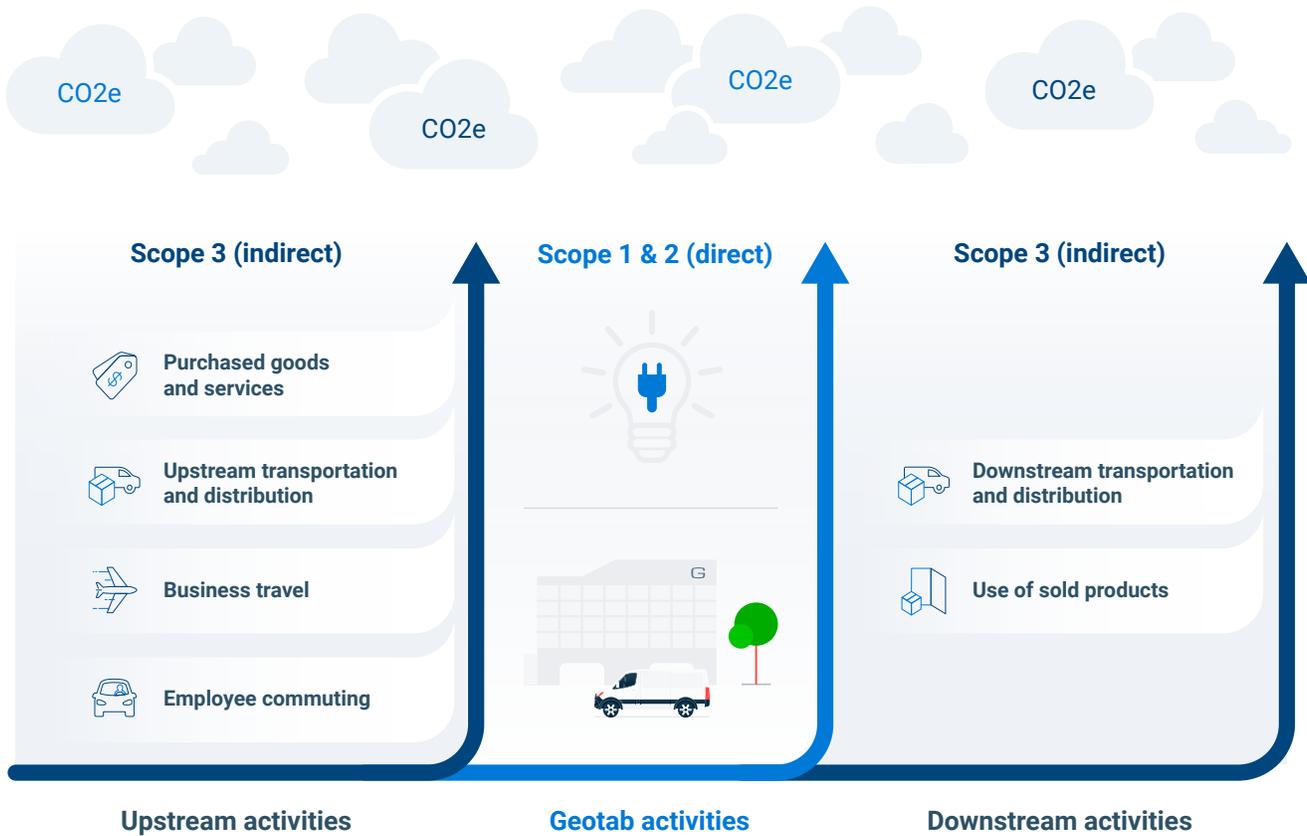
GHG Inventory for Scope 1 and 2

Scope 1 emissions are considered to be a company's **direct emissions** from sources that are owned or leased by the company. An example would include a company's facilities or its owned vehicles.

Scope 1 emissions encompassed natural gas that was generated at Geotab facilities.

Scope 2 emissions are considered to be **indirect emissions** from the generation of energy purchased by the company. Scope 2 emissions at Geotab accounted for pollutants that came as a result of the purchase of the electricity used to power Geotab locations/spaces.

The target boundary for Scope 1 and 2 emissions:

- Physical Locations
  - All properties where Geotab operates, including those leased from third parties
  - Includes multiple offices, the assembly facility in Oakville, as well as two warehouses
- Owned or Long-Term-Leased Vehicles
  - Geotab has one vehicle that does not get much use and therefore is considered de minimis for the GHG inventory

GHG Inventory for Scope 3 Emissions

Scope 3 emissions are considered to be **all other indirect emissions** that are not included in Scope 2, from sources that are not owned or controlled by the company but are related to the company's activities and operations. An example would be the emissions created across the supply chain.

Geotab's Scope 3 inventory includes emissions caused by activities throughout our value chain. These emissions account for the largest source of Geotab's emissions, and while more difficult to track, remain a priority for action.

Scope 3 emissions are segmented into specific categories and the categories which are considered relevant to a company are considered and calculated every year.

The categories that are used in Geotab's GHG Inventory are:

Geotab's Upstream Scope 3 Categories:

- Cat 1: Purchased Goods and Services
- Cat 4: Upstream Transportation and Distribution
- Cat 6: Business Travel
- Cat 7: Employee Commuting

Geotab's Downstream Scope 3 Categories:

- Cat 9: Downstream transportation and Distribution
- Cat 11: Use of Sold Products

Fig. 2: Annual Scope 1 & 2 Emissions Targets
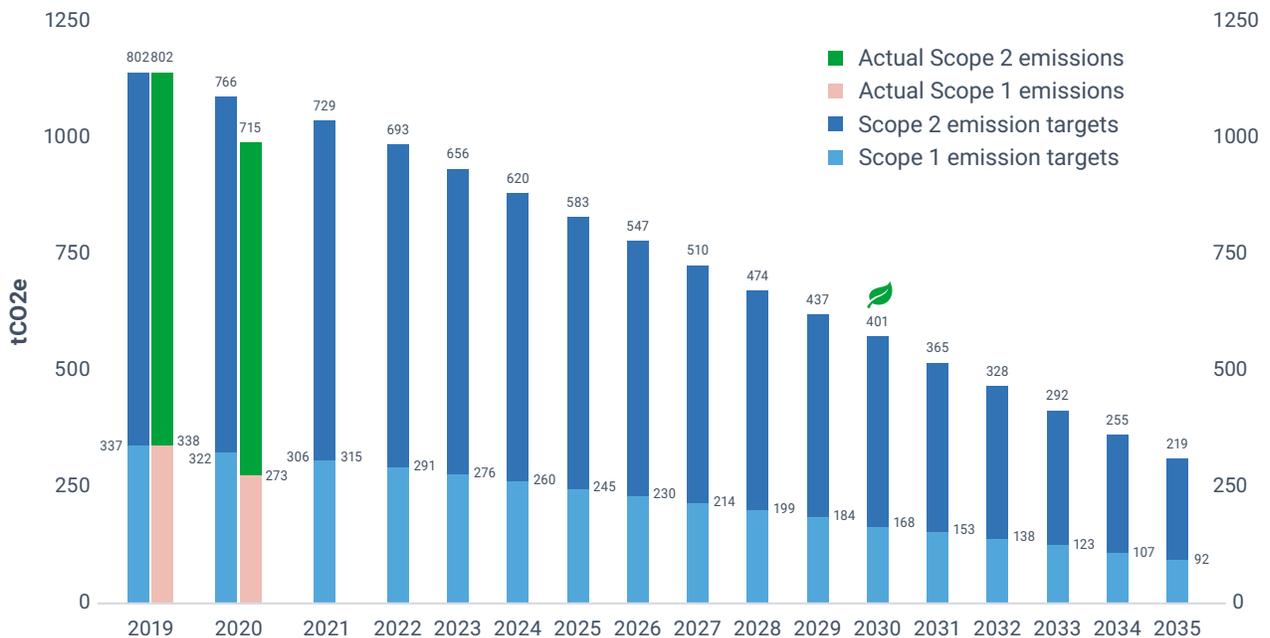
Fig. 3: SBTi GHG Emissions Targets by 2030

GHG Emissions (tCO2e)	Base Year (2019)	Science Based Targets (2030)	Geotab Targets
Scope 1 emissions	338	181	168
Scope 2 emissions	802	431	401
Scope 1+2 emissions	1,140	613	569

* Submitted SBTi targets pending approval

Fig. 4: Scope 3 Emissions Targets by 2030

GHG Emissions (tCO2e)	Base Year (2019)	Science Based Targets (2030)	Geotab Targets
Scope 3 Emissions	41,788	28,319	20,894

19%
Scope 1 reduction

16%
Scope 2 reduction

32%
Scope 3 reduction

Fig. 5: Annual Scope 3 Emissions Targets
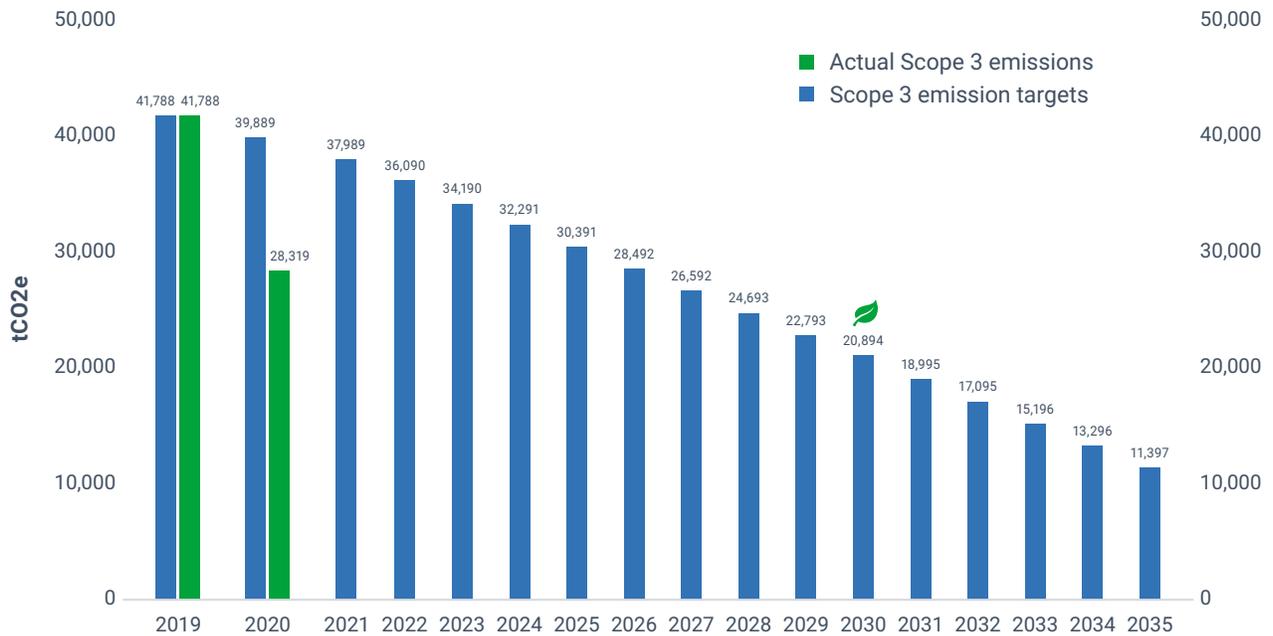
* Submitted SBT targets pending approval
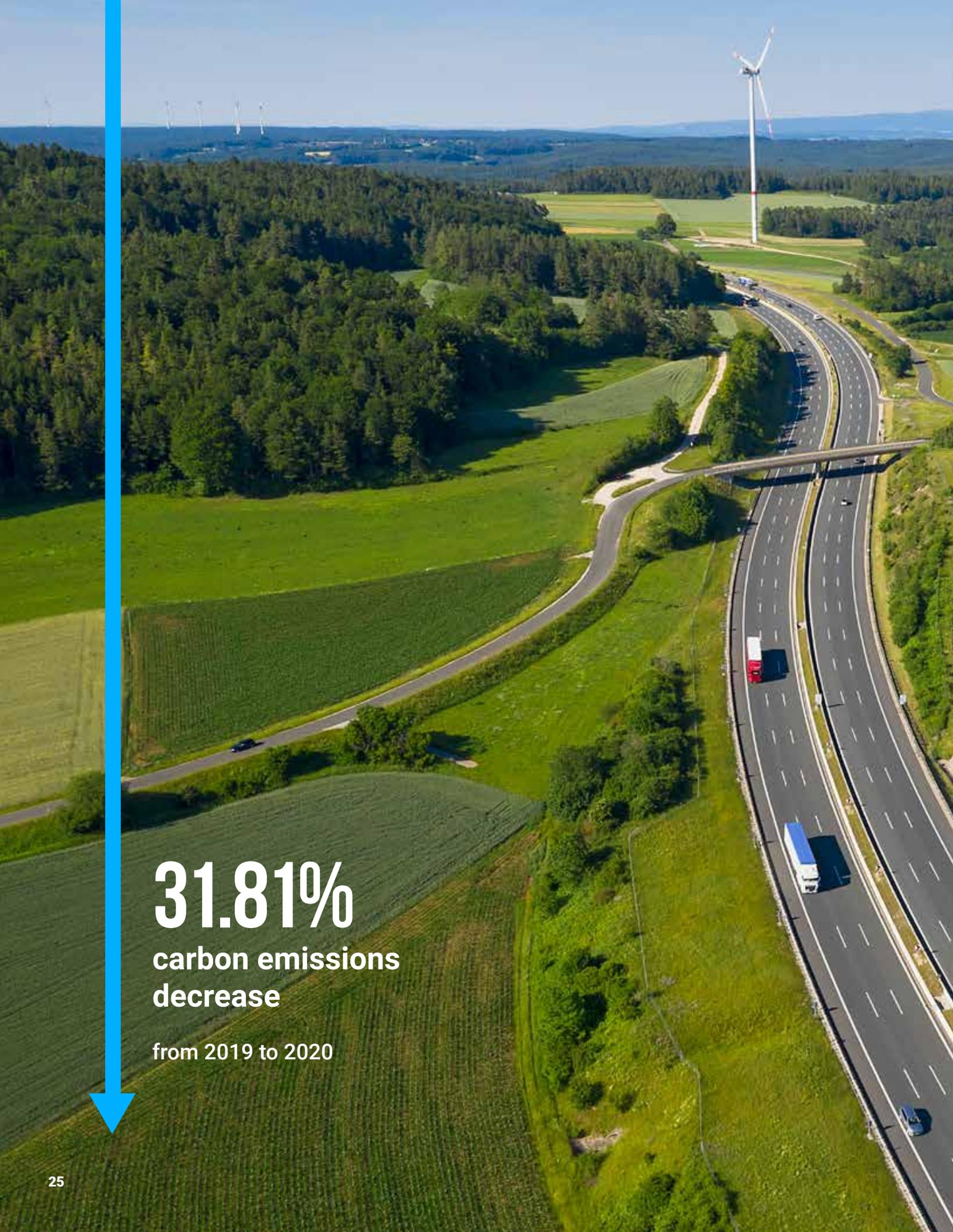
31.81%

carbon emissions decrease

from 2019 to 2020

Environmental Performance

GHG Emissions Breakdown

Carbon emissions decreased by 31.81% from 2019 to 2020. This significant drop in emissions can be attributed to the pandemic with the majority of our workforce globally transitioning to remote work. The reduction of staff commute and business travel, as well as the decrease in purchased goods and services required to maintain normal business operations with a fully on-site workforce, contributed materially to the lower 2020 GHG emissions results.

Fig. 6: GHG Emissions Scope 1, 2, & 3 Net Change 2020 Versus 2019

GHG Emissions (Metric Tonnes CO2e)	2019	2020	% Change
Total Scope 1	338	273	-19.22%
Total Scope 2 (Location-based)	802	677	-15.59%
Total Scope 3	41,788	28,319	-32.23%
Total	42,928	29,269	-31.81%

Fig. 7: Year Over Year Energy Usage at Geotab Facilities 2020 Versus 2019
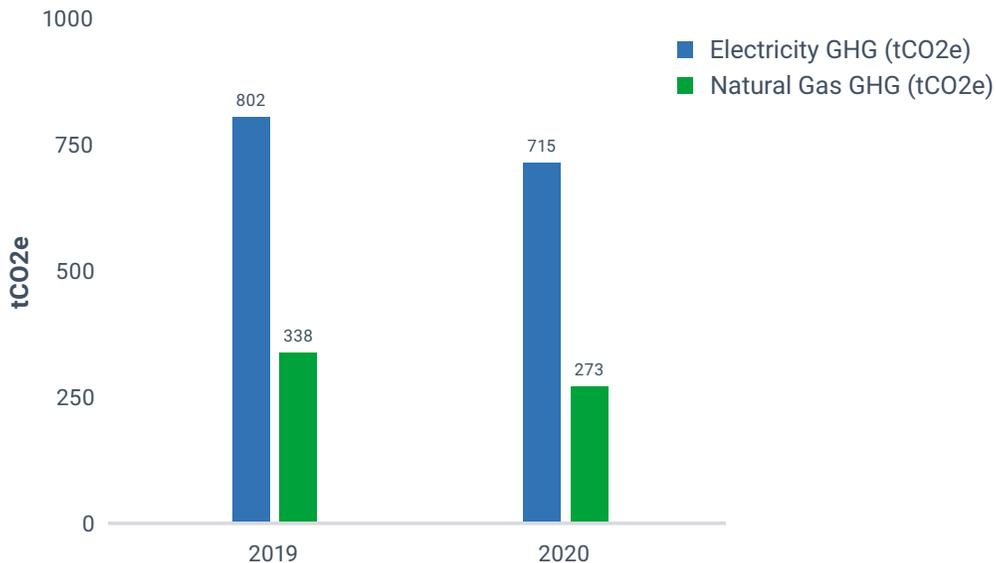
Reducing Our Waste

The exponential growth of global economies and human activities has resulted in the mass consumption of our global resources and the creation of large amounts of waste. Our ecosystems are being strained and they are unable to replenish their resources at a fast enough rate.

As a business, it is our responsibility to ensure that we are doing our part in diverting as much of our waste as possible and finding ways to redesign, reduce, reuse and recycle. Simply put, we are thinking creatively about how we can use less energy to get the same job done and avoid contributing to pollution, resource depletion and climate change.

At Geotab, we have made it part of our culture to promote waste reduction at every opportunity. Starting from the recycling and waste receptacles themselves which are made of recycled plastic. For each CleanRiver bin, we divert 1000 milk bottles from making their way to a landfill.

Fig. 8: Waste and Recycling at Geotab HQ (2020)

Note: Data for the first two months of 2020 are not available as Geotab started operating from a new headquarters location in March 2020.
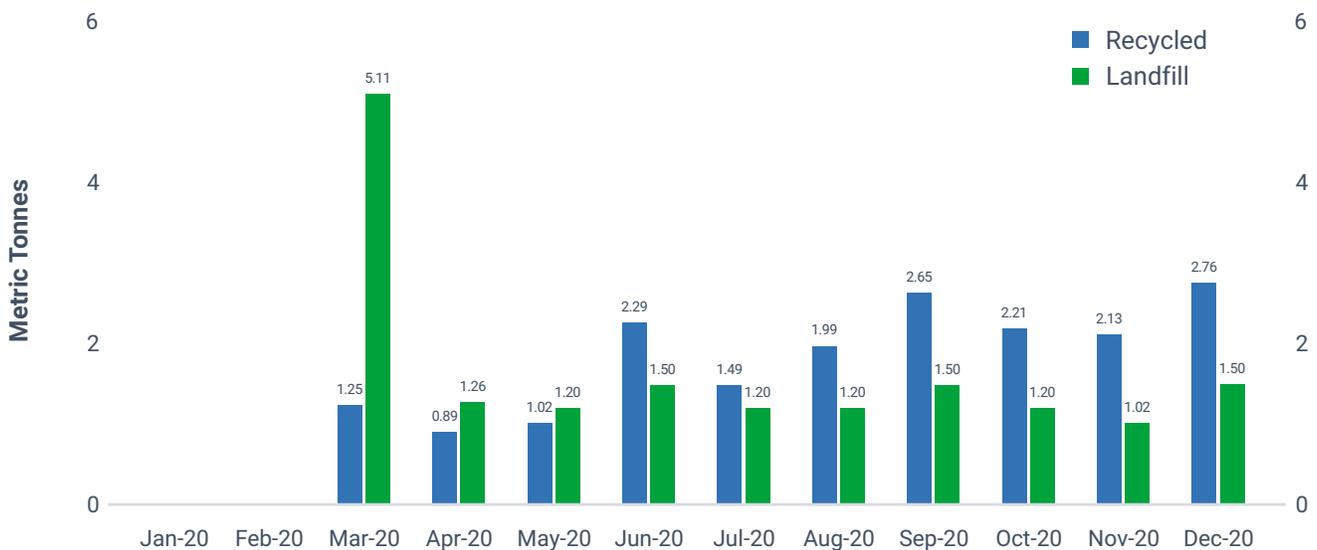
We have created internal programs to align towards a more environmentally sustainable approach that extends beyond the traditional "reduce, reuse, recycle" to include "rethink". By integrating waste diversion into our culture, our communication, and collection programs, we enable employees to be deliberate champions in reducing our operational impact on landfill.

To measure our efforts Geotab works with third-party organisations to track what is being removed from our facilities to be recycled versus the amount of waste that leaves our facilities to enter landfills. Our recycling efforts in our head office, for example, extend beyond simply paper and plastic bottles and encompass cardboard, mixed paper, commingled recycling, organic waste, e-waste such as batteries, computers and monitors, as well as specialty plastics, PPE and wood skids. The next step in our efforts to increase landfill diversion is to expand our waste reduction programs and tracking at all Geotab locations where possible.

For every one CleanRiver bin, we divert 1000 milk bottles from making their way to landfill.

Fig. 9: Waste Stream Composition at Geotab HQ (2020)
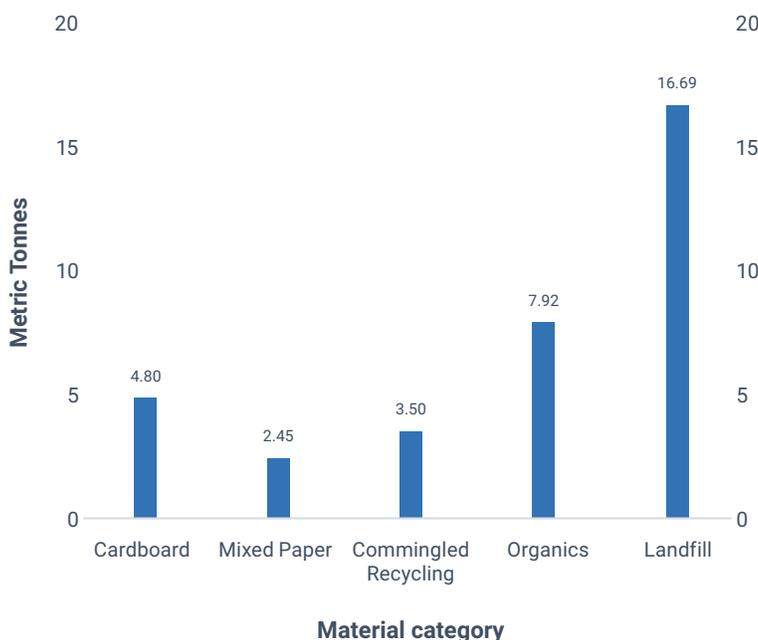
* *Source: GFL*

*Fig. 10: Diversion Rate at Geotab HQ (2020)*

54.6%
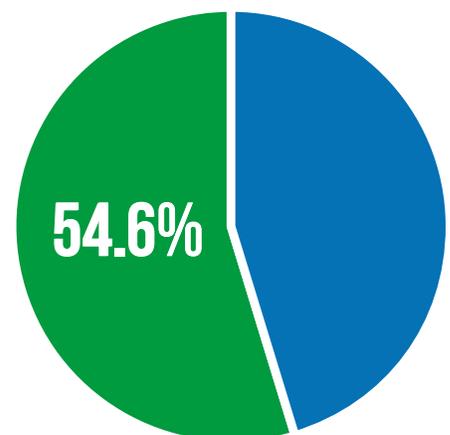
Fig. 11: Resources saved due to waste diversion efforts at Geotab HQ in 2020

89.12
Landfill Space (m3)

192,031.01
Water (L)

21,468.13
Oil (L)

137.69
Trees
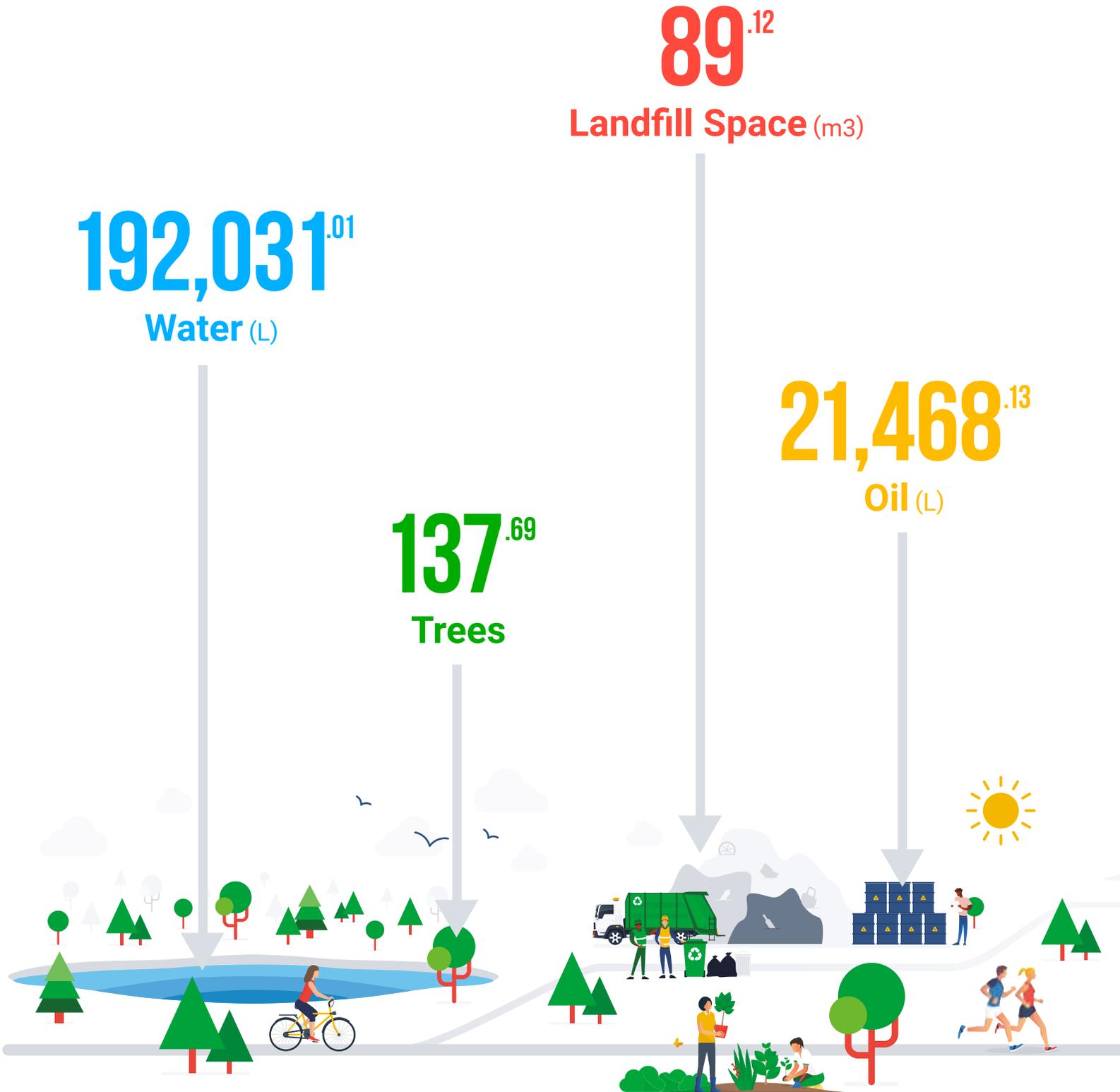
Food Systems

Since the founding of Geotab, sharing a meal together has been interwoven into the culture with our popular Friday lunches. We encourage "water cooler talk" with snacks and drinks that are freely available to employees in networking areas across our offices. We believe that sharing a meal or a coffee brings people together and builds relationships. Knowing that the food industry is a large contributor to waste and emissions in our world, we continue to monitor where we buy, what we buy and how we dispose of excess food.

Each Geotab office location is encouraged to research local businesses that share a similar commitment to operating sustainably, from menu choices of seasonal items to environmentally friendly delivery and packaging options. We are continuing to work with each Geotab location to set up systems to dispose of all excess food sustainably through local recycling and composting programmes, as well as adapting daily menus based on planned office attendance to reduce food waste.
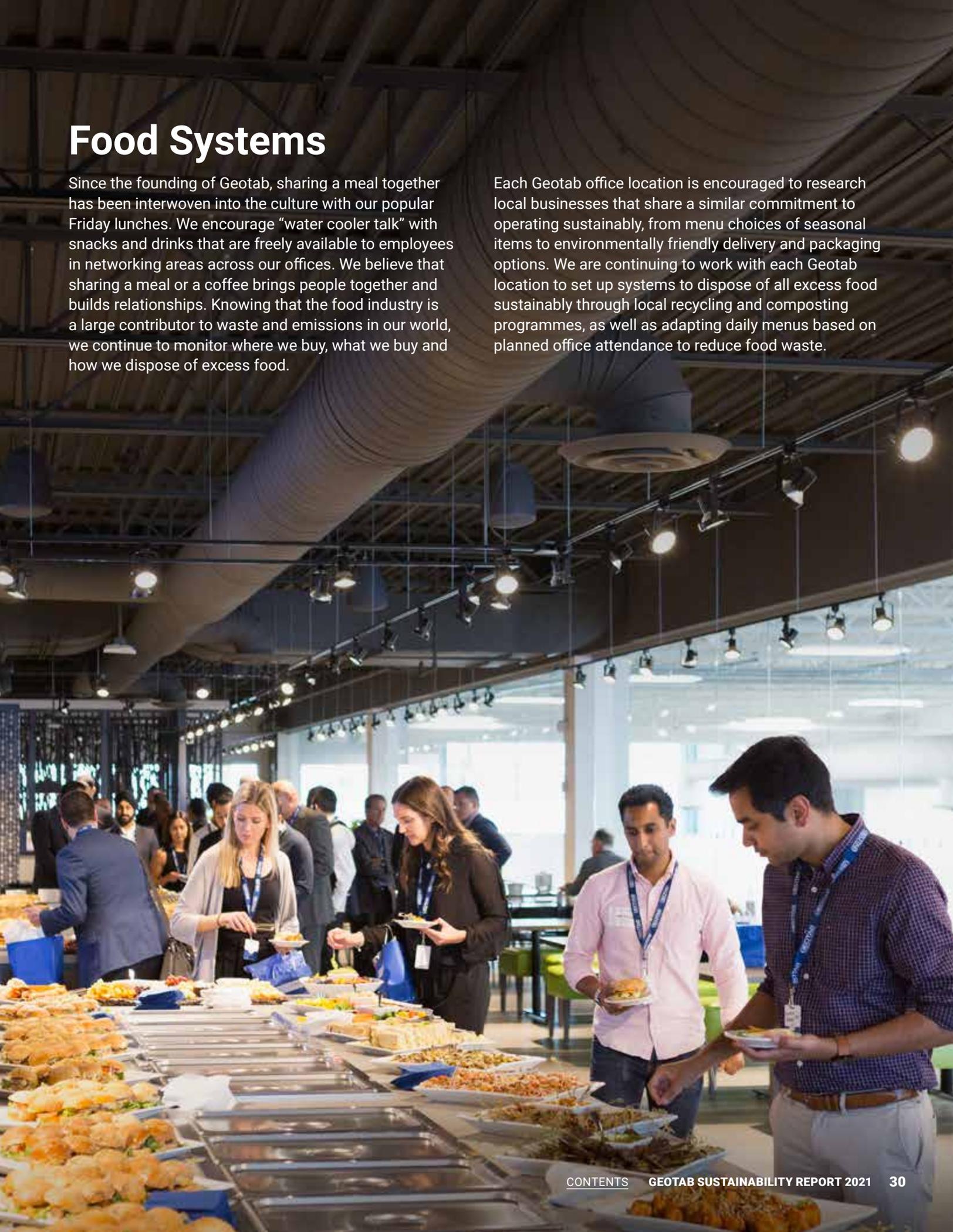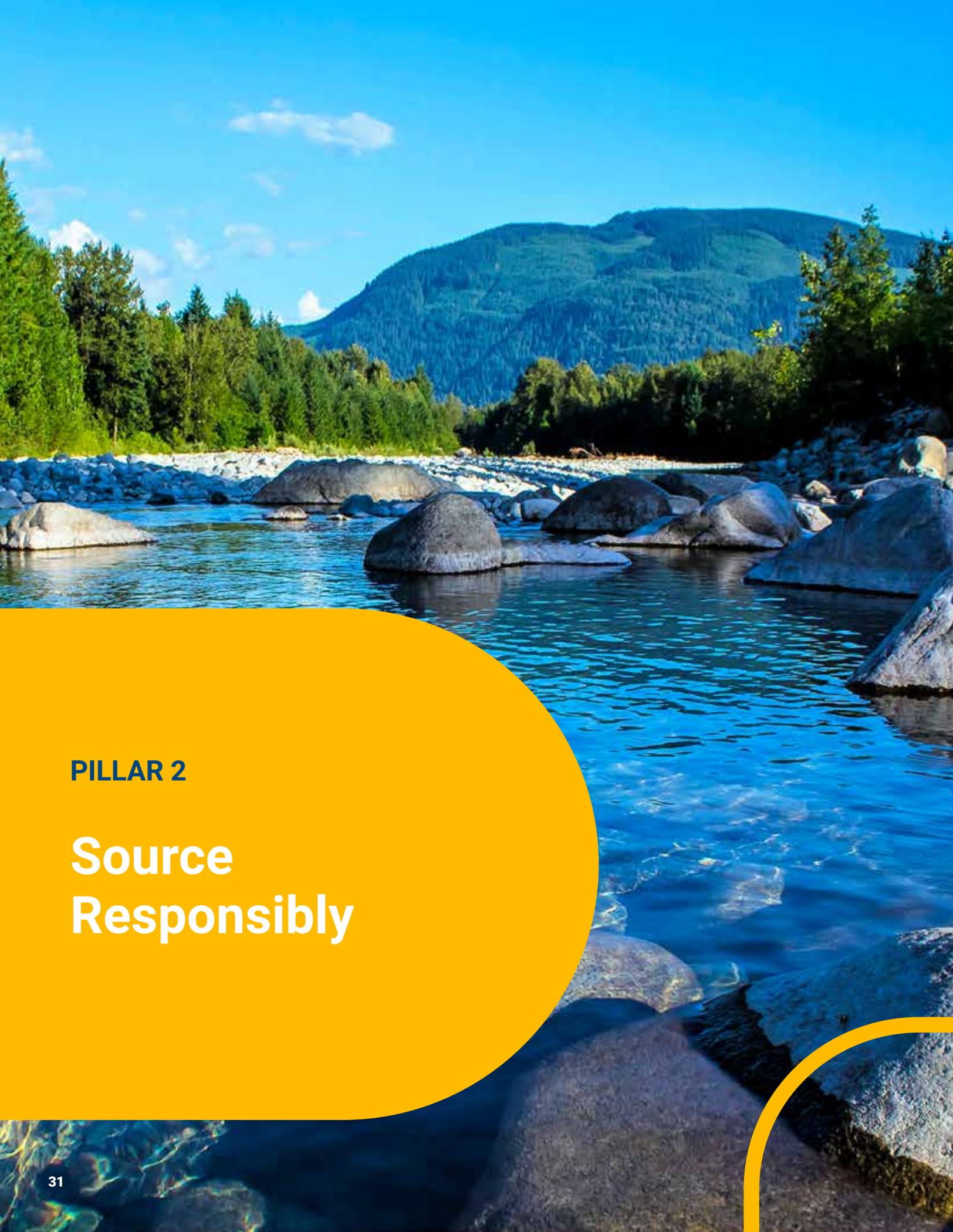
PILLAR 2

Source
Responsibly

Sustainable & Ethical Supply Chain

Geotab is committed to transparency, treating all people with respect and dignity, ensuring safe working conditions and conducting environmentally responsible and ethical operations.

We recognize the serious nature of the impact that suppliers could have on our business, the environment, and the world. More than ever, we acknowledge the need to work with trading partners who are transparent about their sustainability and corporate social responsibility practices.

Geotab ensures that it maintains a high standard of sustainability and transparency and believes this is vital in all of its partners as well. Geotab clearly communicates its expectations to its partners to ensure they are following social, environmental and ethical responsibilities throughout all levels of their value chain.

In the **Global Partner Code of Conduct**, there is strong commitment to transparency, treating all people with respect and dignity, ensuring safe working conditions and conducting environmentally responsible and ethical operations. The Code of Conduct applies to any person or entity that provides goods or services to Geotab and, as required, partners must provide proof of compliance with the requirements set out in the Code.

Geotab requires partners to integrate green standards into their business processes such as: environmental permits and reporting, resource efficiency and clean energy, hazardous and restricted substances, and waste mitigation: wastewater, solid waste and stormwater management. These standards are foundational elements to help Geotab's partners maintain a high level of sustainability commitment and have a net-positive impact on the environment.

Throughout the partner code of conduct, Geotab reiterates its commitment to environmental responsibility and the role it must play in ensuring that we reach net-zero emissions by the year 2040. It also encourages its partners to strive to create regenerative processes and work to minimize adverse effects on the community, environment and natural resources while safeguarding the health and safety of the public.

Upholding Human and Labour Rights Across Our Partner Ecosystem

Geotab upholds fair labour standards for all employees across our global operations, making it a priority to create a culture of respect, integrity, fairness, and employee well-being.

We strongly oppose all forms of forced, involuntary, or child labour, and we expect all of our suppliers to meet the same standards. This is set out in Global Partner Code of Conduct, where we also require suppliers to treat each employee with dignity and respect, including their right to associate freely and to ensure they are not subject to threats, harassment, or discrimination.

We hold ourselves and our partners equally accountable in upholding the human rights of workers and treating persons with dignity and respect. This applies to all workers, including temporary, migrant, student, contract, direct employee and any other type of worker. Our policy is enforced by thorough review and audit of Geotab supply chain and operations partners by our compliance and legal department. We take a strong stance on labour and human rights, and are committed to ensuring compliance with legislation surrounding modern slavery and human trafficking.

Compliance and Auditing Progress

In 2020, we realized the need to enhance our internal supplier management processes. We will be reviewing the process in 2021 for increased application of sustainable supply chain principles throughout vendor management onboarding as new vendors are considered for Geotab's purposes. This new process will allow us to audit suppliers to ensure quality, consistency, and alignment with the Geotab Partner Code of Conduct and our sustainable supply chain commitments. An enhanced new supplier application, as well as existing supplier assessment processes will enable us to manage all relevant information to audit sustainability requirements, including Restriction of Hazardous Substances (RoHS) and the European Union regulation REACH.

Additionally, we have commenced initiatives for a Geotab GO device recycling program for the European Union (EU) to meet compliance requirements with the Waste from Electrical and Electronic Equipment (WEEE) and have partnered with Take-E-Way to achieve battery and packaging environmental compliance in the EU region. The partnership with Take-E-Way provides Geotab with the ability to extend beyond WEEE and achieve compliance with RoHS and REACH. The program currently allows us to provide recycling programs for France, Italy, Germany, Netherlands, Spain, and the United Kingdom. The program with Take-E-Way allows Geotab and its partners to maintain and report on their sales data reports to proactively manage all recycling and reporting purposes to ensure participation across our sales channels.

EcoVadis Assessment

In 2021, Geotab engaged an independent firm, EcoVadis, to conduct an evaluation of how well we have integrated the principles of sustainability and corporate social responsibility (CSR) into our business, supply chains, and management systems. The EcoVadis assessment will help Geotab analyse our current internal and external business practice by providing a web-based collaboration tool and benchmark to guide key areas of improvement across the four key areas below.

The EcoVadis methodology for assessing a company's sustainability management systems is based on international standards such as the Global Reporting Index (GRI), ISO 26000 and the guiding principles of the Global Compact.

We realize the benefits of implementing sustainable procurement at Geotab are manifold:

- **Lower environmental footprint through collaborative actions (e.g., reduction of energy consumption)**

- **Deliver on our promise of a green and responsible supply chain**

- **Reduce the risk of supply chain disruption**

- **Remain compliant with legal requirements and minimize impact on stakeholders**

- **Improve business performance**

Based on the EcoVadis assessment outcomes, we acknowledge and recognise there are areas that need improvement. To this end, we have established a Corporate Social Responsibility Task Force to create a cohesive action plan to drive real progress over the coming years in all four areas.

1.
Environment
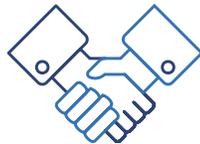
2.
Labour & Human Rights

3.
Ethics

4.
Sustainable Procurement
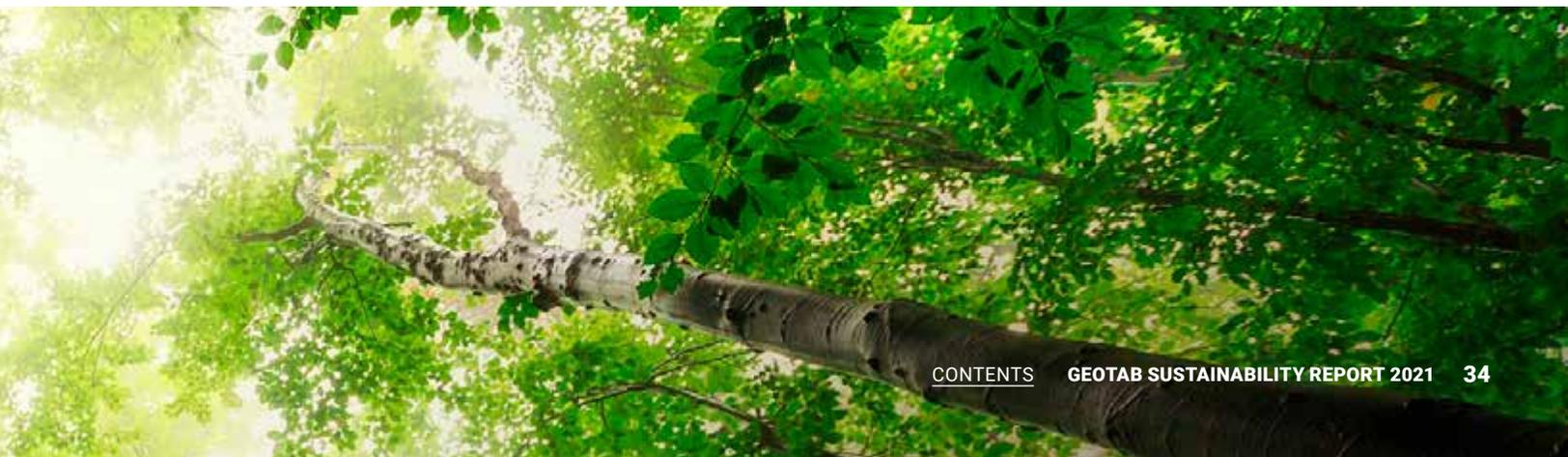
Provide Innovation That Helps Organizations Do Things Better and Do Better Things

1.25M
tonnes of CO2 emissions
could be eliminated from the atmosphere by decreasing the CO2 emitted by our customers' fleets by even as little as 5% per year

A Platform for Sustainability

Businesses and governments around the globe are increasingly turning to technology that drives improved sustainability outcomes or meets environmental, and ESG targets. From streamlining productivity for increased efficiency to shifting to more sustainable resources for the future of our planet, being able to take an active role to help protect the environment is a key driver in the adoption of our connected telematics solutions.

While the driving force for adopting telematics varies somewhat depending on the organisation, increasingly, we see the focus is on sustainability and environmental initiatives.

When carbon dioxide is added to the atmosphere, it hangs around for a long time — anywhere between 300 to 1000 years — all the while contributing to trapping heat and warming the atmosphere. The largest opportunity Geotab has to reduce global emissions is by helping our fleet customers operate more efficiently and transition to zero emission vehicles. With over 2.3 million vehicles using Geotab worldwide, our customers' fleets emitted over 25 million metric tonnes of CO_2 in 2020. By helping our customers increase efficiency by even just 5%, that would equate to a decrease of CO_2 emissions by 1.25 million metric tonnes per year.

Geotab's telematics platform and data-driven insights empower fleets to understand, act upon, and scale their efforts in reducing their emissions. Our solution suite is designed to help businesses, governments, and communities accelerate their journey to a sustainable future for the planet, people, and profit.

Geotab is committed to helping create a greener tomorrow by supporting our customers globally to take action by adopting sustainable fleet best practices. Below are just some ways that our solutions and expertise help customers adopt a green fleet policy, transition to electric vehicles and promote fuel-efficient eco-driving and reduce their impact on the environment.

Alternative fuels

Switch from diesel to biodiesel, ethanol blends or alternative fuel options such as propane.

Vehicle tracking device

Measure and manage your progress towards fleet targets with telematics.

Recycling

Recycle oil, batteries, and reduce waste overall.

Policy

Set goals for reducing fuel use and emissions.

Car sharing

Look for opportunities to share fleet vehicles.

Eco-driving

Train fleet drivers on fuel efficient driving.

Electric vehicles

Replace fuel cars with EVs. Start with an EV suitability assessment to discover where EVs can best fit within your fleet.

Aerodynamics

Increase HGV fuel efficiency with aerodynamic features.

Emissions reduction

Track CO2 emissions and set limits on fleet idling.

Fuel Consumption and Eco-Driving

Geotab technology allows customers to analyse and visualise their fleet performance on a single platform, providing the ability to monitor and take action on the environmental impact of operating their vehicles. We have developed specialised reports and tools to make it easier for our customers to meet their GHG emissions goals. Our **Green Fleet Dashboard** provides insights on fuel and energy consumption, GHG emissions, EV utilisation and driver behavior (speeding, harsh braking, sudden acceleration and idling). These insights provide organisations the ability to monitor the success of green initiatives such as anti-idling policies, fuel efficient driver training, and electrification, and benchmark progress with similar fleets in the Geotab ecosystem. To put the impacts of idling time, for instance, into perspective, heavy-duty and light-duty vehicles waste around 6 billion gallons of fuel every year, according to the U.S. Department of Energy. Depending on the vehicle type, on average, burning one gallon of gasoline creates 8,887 grams of CO2. With telematics, fleet operators can implement real-time driver coaching and feedback, and measure eco-driving improvements over time. By targeting and addressing behaviors that impact fuel consumption, organizations can enhance safety, improve operational costs and efficiencies, and minimise carbon emissions.

CLIMATE IMPACT IN ACTION:

Orkin lowers idling for greener earth, successfully cutting idling by 8.4% in the first three months

View case study

Optimising Routes and Predicting Traffic

In addition to providing tools that optimise safer and more efficient driving habits, proper route planning and traffic prediction through Geotab solutions can reduce the environmental impact of vehicles on the road. When commercial vehicles are stuck in traffic or travel unnecessary miles, fuel is being wasted and GHG emissions are released that could have been avoided. Geotab helps its customers predict the best driving routes to ensure that vehicles are not only taking the quickest route to get to their destination, but use traffic predictions to their advantage to reduce sustainability and productivity impact.

CLIMATE IMPACT IN ACTION:

Ferrovial Servicios optimises routes with connected IoT and telematics integration, reducing number of routes by 3:1

View case study

Transitioning to Electric Vehicles

Providing electric vehicle (EV) support is a priority for Geotab to ensure fleet customers have the information they need to successfully transition to and operate a zero emission fleet. Geotab's EV solutions are designed to help fleets at each step of their EV transition, from no EVs to a mixed fleet to a fully electric fleet. For fleets getting started, we provide a free **EV Suitability Assessment (EVSA)** that analyses each vehicle's driving profile and identifies the ones suited for EV replacement. This tool is powered by real-world data to ensure recommendations take into consideration EV capabilities in the fleet's operating conditions, such as extreme weather, for instance.

For customers with EVs, Geotab provides tools to address common challenges that are unique to managing an electric fleet. Access to EV data — such as energy use, charging history, and battery state of charge — is critical to ensure the vehicles and their charging are optimised.

Geotab provides support for the largest set of EV makes and models available on the market, including medium and heavy-duty EVs and buses. Unlike conventional vehicles, EVs do not follow mandatory telematics data standards, making data access a challenge. Working directly with manufacturers, Geotab has developed unique capabilities to access critical EV data, ensuring EVs will have strong data support today, and in the future as our customers grow their EV fleets. Customers can operate their EVs with

confidence as there are no data gaps in reporting and performance benchmarks leverage the world's largest EV dataset.

CLIMATE IMPACT IN ACTION:

Madrid City Council taps into EV data for sustainability right-sizing, reducing their CO_2 emissions by 60%, equal to almost 1 tonne per month for their fleet

View case study

EV Charging Infrastructure

Geotab is also working with charging infrastructure providers and companies in the broader EV ecosystem for integrated EV and charging solutions. This provides fleet customers with seamless access to specialised software and tools. Our goal is to reduce the barriers to fleet electrification, accelerating the transition to zero emission transportation.

Working directly with EV auto manufacturers globally, Geotab has developed unique capabilities to access critical EV data, ensuring EVs will have strong data support today, and in the future, as our customers grow their EV fleets.

Intelligent Insights for EV Industry Innovation

With our big data capabilities, Geotab also advances industry knowledge of EVs, from sharing battery degradation trends, to what portion of fleet vehicles could go electric, and at what cost. Policy makers and the members of the EV industry at large can access aggregated vehicle movement and electrification datasets as useful tools to inform strategy and develop solutions to solve real-world challenges.

Furthermore, through our **Geotab Energy** division in North America, we work with utilities to minimise the impact of consumer EVs on the grid, by offering programs that shift and manage charging load to when energy is less costly and less polluting. We help utilities understand, plan for, and manage the integration of EV charging with the grid, which will contribute to the success of widespread EV adoption.

Optimising Assets and Keyless

Fleet vehicles have a job to do and Geotab helps fleet customers optimise their assets to ensure the right vehicle is used for the job at hand. Inefficient, oversized and/or underused assets can contribute to wasted fuel and emissions. Geotab offers tools including fuel efficiency benchmarking and utilisation reports to ensure customers make the most out of their best-performing and most efficient vehicles. Geotab's keyless offering allows fleet operators to maximise usage by eliminating the need for key transfers, allowing for shared assets across drivers and departments, and helping to right-size fleets.

Vehicle Maintenance and The Environment

Poorly maintained vehicles can have a negative environmental and GHG impact, with higher fuel consumption and faster turnover of assets. Geotab provides solutions to help customers keep vehicles in good working condition longer by providing tools to monitor health, set maintenance reminders, and detect engine issues in advance. This allows time to prioritise repairs and proactively assign parts or services before issues arise. Additionally, our predictive analytics help identify patterns in ways that enable fleets to spot and confront potential problems before they happen.

Geotab telematics technology can be combined with predictive statistics to help fleets identify, diagnose, and address potential sources of environmental emissions and problems before they become a danger to drivers, roads, and communities. In practice, connected vehicle sensors combined with Geotab's real-time and predictive data analysis of driving behavior, routing, vehicle utilisation, and productivity delivers greater insight into confronting potential fuel-wasting events and vehicle service issues before they happen.

City of Seattle Propels Sustainability Progress with Geotab

View case study

The City of Seattle has an ambitious goal of cutting carbon emissions by 50% by 2025 and being fossil-fuel free by 2030.

As a hub of high-tech companies, the City of Seattle has the reputation of being ahead of the curve, with a mandate to lower fleet carbon emissions and eliminate the use of fossil fuels. The city's fleet leadership chose Geotab to help meet their sustainability goals, accurately measure electricity use by the city's electric vehicles (EVs) and determine which internal combustion engine (ICE) vehicles could be replaced with EVs.

"Most people make changes without data", Saunders notes. "But we're able to show them the data and let the data speak to them".

The primary Geotab reports the fleet relies on to make decisions that impact their sustainability goals include kWh reporting, idling, speeding and CO_2 reduction (the fleet is required to reduce their emissions by 8% in metric tonnes each year).

Having the data-rich Geotab system has been critical in making and reporting sustainability progress.

"

The real eye-opener for me was the big picture. We saved $2 million in fuel and only spent $100,000 in electricity.

PHILIP SAUNDERS, FLEET MANAGER

Photo: Leon Lee

Creating a Positive Impact For Our People and Our Communities

Doing the right thing

Geotab is centered on creating a positive impact in the communities where we live and work. "Doing the right thing" is core to our values. It is evident in business practices carried out by our employees everyday, and through joint programmes like **Geotab Cares**, where we partner with other organisations to make a difference in the areas of STEM, the environment, and improving road safety for drivers and pedestrians.

Investing in Our Employees

Our people are our greatest asset — we say it often and with good reason. In addition to comprehensive medical benefits, an Employee Assistance Program, retirement savings matching, and many other mental health and wellness initiatives, we work continuously to enhance our programs and provide tools and resources to help them grow and make their own meaningful impact.

Through the pandemic we adapted to support health and safety and found ways to maintain connections among teams. We encourage a flexible, hybrid work model, and provide reimbursement for office equipment through the Global Home Office Program.

Continuous learning is a company-wide practice. We are building future leaders through ongoing training, learning benefits, the Aspire Program for Emerging Leaders, and the Accelerate Global Mentorship Program. In 2020, Geotab was named one of the Best Workplaces for Mental Wellness by Great Place to Work. For more information on Life at Geotab, visit **careers.geotab.com**.

Diversity, Inclusion & Belonging

At the crux of our efforts is a focus on cultivating and sustaining a diverse work environment and workforce, which is critical to meeting the unique needs of our diverse client base and the communities in which we operate. We are committed to making progress toward racial equity, advancing gender equality, and increasing representation at every level of our company.

We believe success happens where people from various backgrounds can work together and bring new perspectives. The Geotab Diversity and Inclusion Committee and our five Employee Resource Groups (Black, Indigenous and all People of Colour BIPOC+, Women@Geotab, LGBTQ+ and Allies, Advocates for Disability Awareness and Generations@Geotab) show how we are stronger together, through bias training and education for recruiters and leaders, and ongoing research, community partnerships, cultural awareness, and events and activities.

Accessibility For All

Geotab's Advocates for Disability Awareness Employee Resource Group, works to prevent and remove barriers to accessibility and ensures that we are meeting all requirements under applicable legislation.

Supporting STEM Programs and Organisations

Geotab believes that when women lead, everything changes. In today's world, gender equality is an economic imperative and supporting empowerment and leadership opportunities for women will drive growth for our clients, our communities, and our people.

Our goal is to encourage more women to join and impact this important field, Geotab has created its own Women in STEM program. As part of this charter, we focus our efforts where we feel we can make the greatest difference — by encouraging our own women in STEM to become mentors for other female students, starting as early as high school.

One of the ways Geotab encourages young women is by providing appropriate role models in a mentorship capacity. As part of our Women in STEM programme, we use a platform of Geotab's own female engineers to talk to and inspire young high school and university age girls. It is important for these young women to have relatable role models that can help unlock their potential, build their confidence and answer any questions they may have about their future.

Geotab supports local and national STEM organisations, such as the Black Professionals in Tech Network (BPTN), the National Society of Black Engineers (McMaster University Chapter) and Girls Who Code, to help inspire and cultivate the next generation of great innovators in science, technology, engineering and mathematics, and to increase diversity and inclusion in the field.

"

We understand the gender gap in STEM exists and that fewer girls than boys choose to study STEM subjects in secondary school and university. It is crucial that we continue working to close this gap and encourage women to fulfill STEM opportunities."

LINDY THERON, GEOTAB VICE PRESIDENT OF HUMAN RESOURCES

PHONES DOWN,
EYES UP

Virtual Benefit Concert

#PhonesDownEyesUp

Sponsored by

GEOTAB

Green Employee Transportation Initiatives

Geotab promotes sustainable practices through our Employee EV incentive and transit reimbursement programmes, EV charging and recycling at our offices, and the GO Green Team environmental ambassadors learning initiative.

Device Manufacturing & Recycling

We are making progress towards a circular economy approach in the manufacturing of our GO devices, which are tested to certify that they can be recycled effectively and cause minimal damage to the environment, and that materials used are not harmful. Each GO device is RoHS, WEEE and REACH certified. Geotab follows the SAE 1455 protocol that tests the device under extreme conditions to determine its durability. The less prone the device is to damage, the fewer devices end up in a landfill. Through our partnerships with R2-certified recycling centres, we offer the **GO Recycle Programme**, which facilitates the eco-friendly disposal of GO devices and accessories.

Pedestrian and Road Safety Awareness Annual Benefit Event

Geotab's **Phones Down, Eyes Up Virtual Benefit Concer**t is hosted annually to raise awareness about the dangers of distracted driving and walking, and the scholarship supports students pursuing post-secondary education in music and the arts.

**Learn more about Geotab's
Corporate Sustainability initiatives.**

Navigating the Journey Ahead to a Greener Future… Together

At the beginning of this journey, we recognised that we have a collective responsibility to leave the world a better place than we found it. The commitments we are making now are not about us—this is for the broader community for years to come. We have a shared purpose and responsibility to do better things, and this is what compels us to act.

Geotab is committed to working with our customers, partners and the broader community to reimagine how the world moves. We have a pivotal role to play as a technology leader and enabler of low-carbon fleets — connecting businesses and organizations to data insights to understand, act and scale efforts to achieve sustainability.

We understand that we, too, must do our part in how we operate ourselves as a business. This is why we have set our own corporate sustainability goals. The goal of our first report was to state those commitments and share how we can make the most impact. Now is the time for hard work, to act on these commitments. We look forward to sharing and building on our progress in 2022 and every year after, on our path towards a net-zero carbon future.
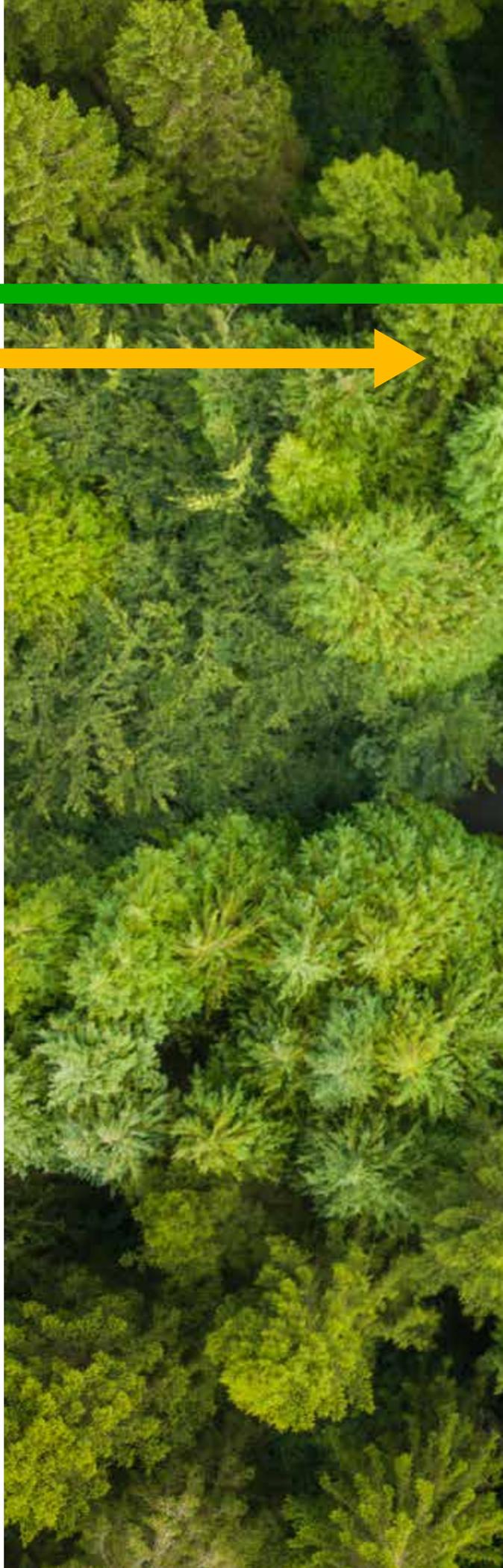
What's Next

Our commitment to this larger purpose — to doing better for the environment, the community and our employees—doesn't end here. We know that we can and will do better. In our subsequent reports, Geotab will add broader corporate social responsibility and ESG pillars and goals, along with industry metrics.
This will include reviewing, setting and tracking targets against our broader social and governance practices and policies. Like our sustainability commitments, we know that to achieve meaningful impacts, we will need to make long-term commitments and we will have to demonstrate our actions.
We look forward to sharing our evolving goals, our journey and our progress with you.

GEOTAB®

corporatesocialresponsibility@geotab.com